



Army Human Resources IT Conference **Army DATA Working** **Group**

Presenters:

Paul Oestreich
Mapping

JR&IO

DIMHRS Legacy Data

Steve Duncan
Mapping

HRC-Alexandria DIMHRS Legacy Data

Willie Green

HRC-Alexandria Data Cleansing/Metrics

Bob Bullard

HRC-Alexandria Data Feed To DIMHRS

Personnel Information Systems Directorate

DEPARTMENT OF DEFENSE

DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM (DIMHRS)



JR&IO

*DIMHRS Legacy Data
Mapping (Oct 29,
2003)*

Overview

- DIMHRS Data Team Activities
- Legacy Data Mapping Tool Release schedule
- Data Team Progress
- Discussion

DIMHRS Data Team Activities

- DIMHRS Data Team Membership
 - JR&IO
 - Navy
 - Army
 - Air Force
 - Marine Corps
 - JPMO
 - DFAS
 - PeopleSoft
 - JR&IO Functional Data Working Group (FDWG)
(FDWG membership includes the
services, MEPCOM, DMDC, & DCPDS)

DIMHRS Data Team Activities

- Addressed/resolved legacy data mapping database comments, concerns or issues.
- Agreed upon future legacy data mapping database delivery schedule.
- Delivered ***accession*** and ***transition*** legacy data mapping databases to the services.
- As a Team, visited each service at their primary mapping location to “kick-off” DFAS/service mapping.
- Agreed to share lessons learned, developed reports, and database load techniques among team members.

All four services, in coordination with DFAS, are engaged in

Legacy Data Mapping Database Delivery Schedule

- Five databases to be released:
 - Accession (BA 1/14, 4/15, 9, 8) – RELEASED
 - Transition (BA 2/12, 5, 11, 16,17) – RELEASED
 - Sustainment (BA 6, 7, 9, 10, 13, 18, 19, 20, 21) – RELEASED
 - Compensation (BA 3) – Oct 2003
 - Consolidated BA (all four functional groups)

DIMHRS Data Team Progress

- Bi-weekly team meetings to resolve issues concerns, problems (Next meeting: November 5, 2003)
- Continue to share material:
 - USMC – developed reports
 - Army – DFAS MOU
 - DFAS – database load procedures
- Mapping suspense to be established, by service, upon release of the fourth legacy data mapping database.

Discussion!



Army Human Resources IT

~~DoMHS Data~~ **MAPPING**

*Business Areas Received To
Date*

Accession

- 1/14 (Hire/Rehire Enlisted)
- 4/15 (Hire/Rehire Officer)
- 8 (Contracts)

Transition

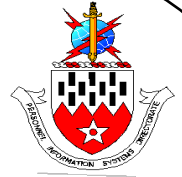
- 17 (Duty Status)
- 5 (Termination)
- 11 (Transfer)
- 1/12 (Assignments)
- 16 (Retirement)

Sustainment

- 9 (Records Correction)
- 18 (Retirements Points Accounting)
- 19 (Disciplinary Actions)
- 7 (Leave Accrual)
- 13 (Promotion/Demotion)
- 10 (Admin Training/Careers)
- 20 (Monitor Health/Safety)
- 21 (Honors/Awards)
- 6 (Family Status Change)

Not yet received: BA 3 (Compensation)

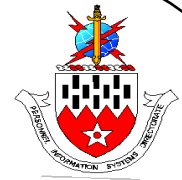
Personnel Information Systems Directorate



Army Human Resources IT Conference DIMHRS DATA MAPPING

What Is Legacy Mapping?

Legacy system data mapping entails identifying the specific database, table and column. That data will then be pushed to DIMHRS for their initial DB load. If the source cannot be narrowed down to one specific instance, then DB load rules will need to be defined.

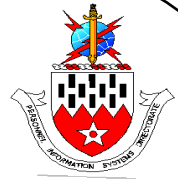


Army Human Resources IT

Conference DIMHRS DATA MAPPING

DATA MAPPING PROCESS

- ACCESS DB provided by JR&IO containing IRs and Attributes.
- Legacy data inserted into DB by Architecture/Standards Branch.
- DB housed in Collaboration folders on AKO.
- Each component (Active, Reserves, Guard, DFAS) maps one day/week.
- Most personnel data mapped from ITAPDB and the TAPDBs.
- Pay data mapped by DFAS.
- DFAS provides initial Pay/Per split. ADO negotiates final split.
- Mapping results loaded into TAPMR.
- DB returned to JR&IO.

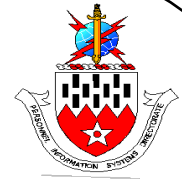


Army Human Resources IT

Conference DIMHRS DATA MAPPING

Legacy Source Identification Process

- Active and Reserve components are mapping first from ITAPDB. If not found on ITAPDB, they look to the TAPDBs. If not on TAPDB, then we look to alternate sources.
- The National Guard is NOT mapping from ITAPDB at this point. They are starting with TAPDB-G.
- DFAS will map pay data from their databases.
- The mapping database returned to JR&IO will, therefore, often contain multiple mappings to single IR/Attribute rows. Those conflicts will need to be resolved via database load business rules.



Army Human Resources IT Conference

DIMHRS DATA MAPPING

'When Is The Data Mapping Complete?'

Good question!

- The data mapping team's initial mapping will be complete when they have mapped all they can from ITAPDB, the TAPDBs and other prominent systems. That will NOT identify the source for ALL IRs/Attributes. The remaining IR/Attributes will require more tedious detective work to find the source.
- This initial mapping is only at the data element level of detail. Data value mapping will occur at a later date (to be determined by JR&IO and the data teams).
- DB load rules will need to be defined when there is a source conflict.
- Mapping modifications will need to be made based upon data metrics results, D&I analysis, Pay/Per negotiations, etc.

Personnel Information Systems Directorate



Army Human Resource IT Conference



DIMHRS Data Cleansing

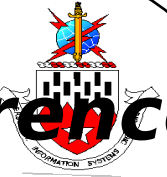
- Focus
- Methodology

10/29/2003

Personnel Information Systems Directorate



Army Human Resource IT Conference



Focus

- Validity
- Blanks
- Army DIMHRS PAY/PER Compare
- Data Compares of key System Interfaces

10/29/2003

Personnel Information Systems Directorate

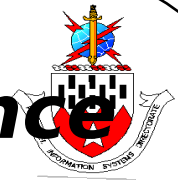


Army Human Resource IT Conference



Methodology

- Determine source of the data
 - ITAPDB
 - TAPDB
 - Others
- Identify data standards for each source
 - TESS
 - TAPMR
 - Others
- Conduct a by-element “validity” analysis...
 - Blanks analysis
 - Invalid codes/values



Army Human Resource IT Conference

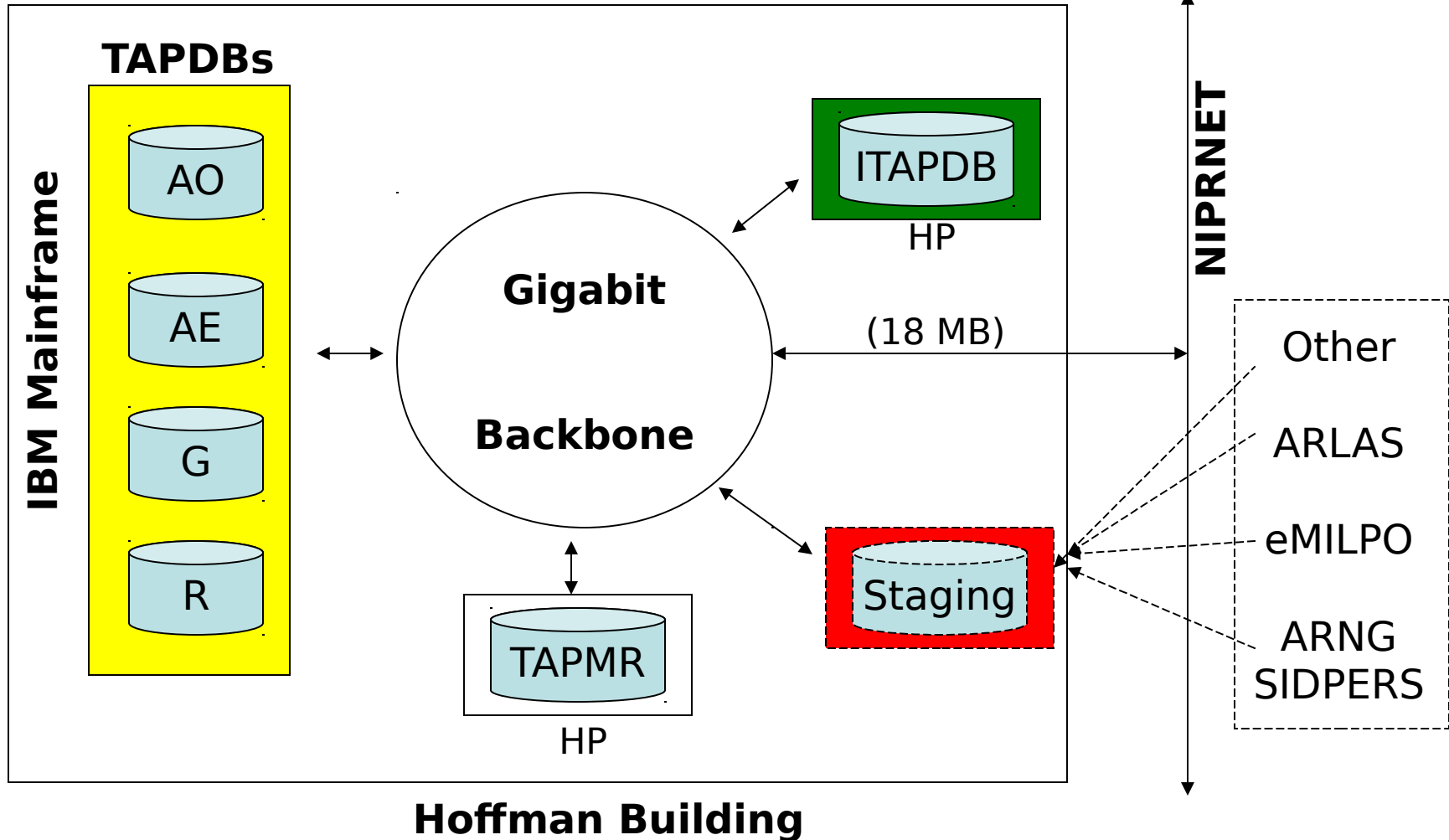
Methodology (Con't)

- Conduct “required” data analysis (completeness)
 - Mailing address; missing State code
- Document/report problems in legacy...
- Repeat the entire Cleanse Data cycle...

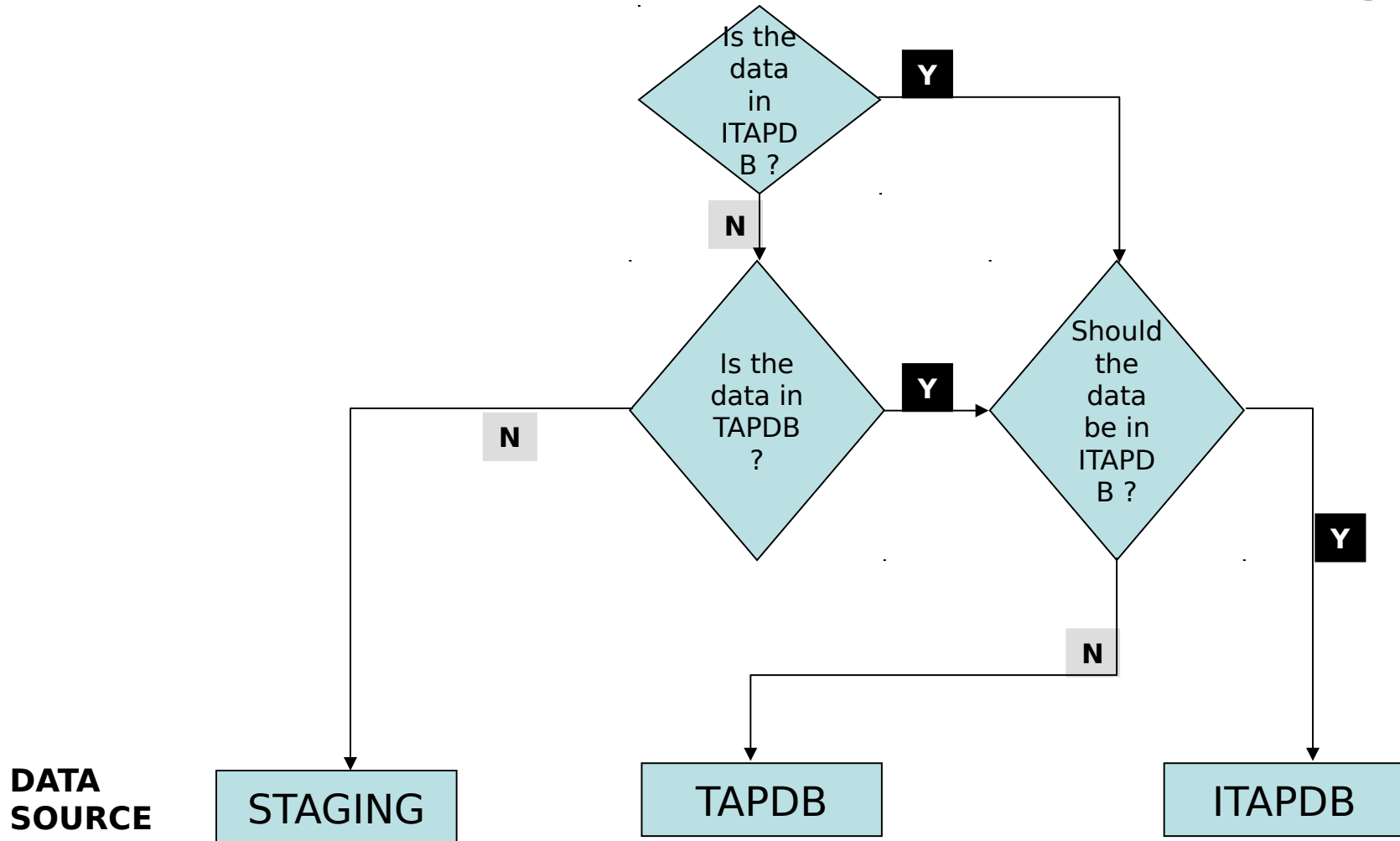
Component Approved Process

DIMHRS Single Source for Army Data

13 Aug 2003



Decision Flow Diagram to Determine Data Source Strategy



Determining the Data Source

ETL Environment contains the PRE_ITAP database (the pre-cursor to ITAPDB) and the Component's data

